

**Subject:** Two SCEIS BW Solutions for Recent Data Request from the SC Legislative Black Caucus

**Audience:** Human Resources Directors, AST Leads, Agency Heads

Recently, the South Carolina Legislative Black Caucus (SCLBC) distributed a memo to all Heads of State agencies, requesting preliminary information about minority employee salaries. For your reference, a PDF copy of this memo is posted with this message on the Weekly Updates page on the SCEIS Web site (<http://www.sceis.sc.gov/page.aspx?id=230>).

The SCEIS Business Warehouse Team and the State Human Resources Division are pleased to announce development of **two reporting solutions now available to address the majority of questions listed in this request: one available through the BEx Analyzer Workbook and one in Business Objects**. Agencies may use whichever solution they prefer to derive answers to questions numbered 1 through 4 and 7 in the SCLBC's Questionnaire:

1. Number of employees (FTEs), State and Federal.
2. Number of employees by gender and ethnicity employed by your agency.
3. Number of employees whose salary is above \$50k by race and gender.
4. Number of employees whose salary is less than \$50k by race and gender.
7. Number of managers and supervisors by department by race and gender depicting longevity and current salary.

To support agencies as they prepare their responses to this data request, the SCEIS Team has provided instructions for each solution alongside this message on the Weekly Updates page of the SCEIS Web site. Here are direct links to the instruction documents:

- **BEx Analyzer Workbook Instructions:**  
[http://www.sceis.sc.gov/documents/SCEIS\\_Solution\\_For\\_SCLBC\\_Questionnaire--BEx\\_Analyzer\\_Workbook\\_Instructions.pdf](http://www.sceis.sc.gov/documents/SCEIS_Solution_For_SCLBC_Questionnaire--BEx_Analyzer_Workbook_Instructions.pdf)
- **Business Objects Instructions:**  
[http://www.sceis.sc.gov/documents/SCEIS\\_Solution\\_For\\_SCLBC\\_Questionnaire--Business\\_Objects\\_Instructions.pdf](http://www.sceis.sc.gov/documents/SCEIS_Solution_For_SCLBC_Questionnaire--Business_Objects_Instructions.pdf)

We hope these solutions make reporting for this data request smooth for your agency.

If you have any questions about this message, please contact the SCEIS Service Desk at (803) 896-0001 (select option 1 for SCEIS help) or use the email form available at the following link: <http://www.sceis.sc.gov/requests/>.

**Supporting Documents Posted in Association with this Message:**

1. SCLBC\_Affirmative\_Action\_and\_Civil\_Rights\_Committee\_Memo--February2012.pdf
2. SCEIS\_Solution\_For\_SCLBC\_Questionnaire--BEx\_Analyzer\_Workbook\_Instructions.pdf
3. SCEIS\_Solution\_For\_SCLBC\_Questionnaire--Business\_Objects\_Instructions.pdf